

The Link

THE NATIONAL ORGANIZATION OF PROFESSIONAL BLACK NATURAL RESOURCES CONSERVATION SERVICE EMPLOYEES



A Message from the President...

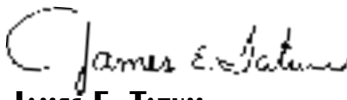
GREETINGS!

Thanks to all of you for making the 6th Annual Training Conference a great success. As a result of your cooperation and participation, The Organization's leadership, along with the planning committee, was able to put together an outstanding 3-1/2 day training conference. I hope you will agree with me as you read this issue of The Organization's newsletter, "The Link," which reflects much of what happened at the conference.

Future newsletters will be changing to better reflect the continuous growth of The Organization. We will use The Link to reveal a great deal of important information about our members and how they are impacting the Natural Resources Conservation Service (NRCS) and our partners. The members have a strong, positive feeling about The Organization and this must be communicated effectively to a lesser-informed public.

Accordingly, in the future you will see more articles in the Link about your organization and its members' activities in the 1990s and beyond. We hope this will better acquaint the public with the leadership being created and with initiatives that we have undertaken to ensure The Organization's future. Members, whose abilities and skills make us very proud, give us every reason to hope that decades to come will see a stronger and more vital Professional Black Organization.

Again, we thank you for your support as we move forward toward achieving our vision. Thanks to all of you who care about The Organization and its place among the finest in the nation.


JAMES E. TATUM
President

THE ORGANIZATION OFFICERS...

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JAMES E. TATUM

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South Central
ANN ENGLISH

Southeast
ESTON WILLIAMS

West
LEONARD JORDAN

WHAT'S INSIDE?...

This issue is dedicated to the PROCEEDINGS of The Organization's NATIONAL CONFERENCE held in ATLANTA, GA DECEMBER 10-13, 1997. MORE ARTICLES ON THE CONFERENCE will be FEATURED in the NEXT ISSUE.

Message from the Editor

NEW COMMUNICATIONS CHAIR

by: Sylvia Rainford, St. Paul, MN

I AM PLEASED TO CHAIR THE ORGANIZATION'S COMMUNICATIONS COMMITTEE IN 1998. I HAVE BEEN THE STATE PUBLIC AFFAIRS SPECIALIST IN ST. PAUL, MINNESOTA FOR THE PAST FOUR MONTHS. PRIOR TO THAT, I WAS THE STATE PUBLIC AFFAIRS SPECIALIST IN HARRISBURG, PA FOR EIGHT YEARS.

AS A MEMBER OF THE COMMUNICATIONS COMMITTEE FOR THE PAST FOUR YEARS AND A PUBLIC AFFAIRS SPECIALIST, I AM EXCITED ABOUT THE OPPORTUNITY TO LEAD THIS COMMITTEE. MY VISION INCLUDES SETTING THE FOUNDATION TO MAKE THE NATIONAL ORGANIZATION OF PROFESSIONAL BLACK NATURAL RESOURCES CONSERVATION SERVICE EMPLOYEES (THE ORGANIZATION) WELL-KNOWN AND VISIBLE WITHIN NRCS, USDA, AND WITH OUR CONSERVATION PARTNERS. FURTHERMORE, COMMITTEE MEMBERS WILL WORK VIGOROUSLY TO HELP THE ORGANIZATION FULFILL THE OBJECTIVES AND GOALS OUTLINED IN ITS MULTI-YEAR STRATEGIC PLAN. THE ORGANIZATION'S COMMUNICATIONS VISION BECOMES REALITY THROUGH THIS COMMITTEE'S WORK. I WILL UNVEIL MORE DETAILS ABOUT THE COMMUNICATIONS COMMITTEE ACTIVITIES IN THE NEXT ISSUE OF THE NEWSLETTER.

GERI OSBORN OF THE INFORMATION TECHNOLOGY DIVISION AT NATIONAL HEADQUARTERS CHAIRED THE COMMITTEE LAST YEAR. SHE DID A TREMENDOUS JOB. WE WILL WORK HARD TO EXPAND ON THOSE CONTRIBUTIONS.

THE COMMUNICATIONS COMMITTEE IS SEEKING INPUT ON HOW IT CAN COMMUNICATE MORE EFFECTIVELY WITH MEMBERS. I CAN BE REACHED BY TELEPHONE AT 612-602-7859;

VOICE MAIL, 9041-7859, OR

E-MAIL, STR@MN.NRCS.USDA.GOV.

The Organization's News

6TH ANNUAL CONFERENCE

"Bridging The Gap To The New Millennium: A Field Of Dreams"

DECEMBER 10-13, 1997, ATLANTA, GA

PRESIDENT JIM TATUM OPENS CONFERENCE

By: Geri Osborn, NHQ

MR. JAMES TATUM, PRESIDENT OF THE NATIONAL ORGANIZATION OF PROFESSIONAL BLACK NRCS EMPLOYEES, OPENED THE SIXTH ANNUAL CONFERENCE IN ATLANTA, GEORGIA.



L TO R: DWIGHT HOLMAN, LLOYD WRIGHT, EARL COSBY, JAMES TATUM

OVER 400 NRCS EMPLOYEES AND RETIREES, ALONG WITH KEY LEADERSHIP FROM THE DEPARTMENT OF AGRICULTURE AND NRCS, PARTICIPATED IN THE CONFERENCE. OUR HOSTS, REGIONAL CONSERVATIONIST DWIGHT HOLMAN, AND STATE CONSERVATIONIST EARL COSBY, WELCOMED US TO GEORGIA.

TATUM SHARED FIVE VISIONS HE BELIEVES THE ORGANIZATION NEEDS TO "BRIDGE THE GAP TO THE NEW MILLENNIUM"

- PREVENT THE GROWTH OF INFORMATION/TECHNOLOGY FROM PASSING US BY
- PREVENT THE LOSS OF FARMS AND FARMLAND OWNED BY BLACKS AND MINORITIES
- PREVENT THE GROWING UNACCEPTANCE AND FEAR ABOUT CULTURAL DIVERSITY AND MAKE IT A TRUE MEANS OF INTEGRATING OUR SOCIETY
- PREVENT INTERNATIONAL ACTIVITIES FROM BECOMING A MAJOR OCCUPATION FOR EVERYBODY EXCEPT US
- PREVENT DECLINING MEMBERSHIP IN THE ORGANIZATION

DURING THE CONFERENCE, IT SEEMED THAT ALL SPEAKERS, WORKSHOP PRESENTERS, AND MODERATORS FOCUSED ON THE FOLLOWING COMMON GOAL—TO PLANT SEEDS OF KNOWLEDGE AND HEIGHTEN AWARENESS OF THE NEED FOR OUR MEMBERS TO BE PREPARED FOR THE NEW MILLENNIUM. WORKSHOP DISCUSSIONS WERE DESIGNED TO TEACH AND INFORM. WORKSHOP PRESENTERS AND SPEAKERS SHARED INFORMATION ON SERVICE CENTER IMPLEMENTATION, CIVIL RIGHTS, THE FARM BILL, LOCALLY LED CONSERVATION, OUTREACH, INTERNATIONAL ACTIVITIES, AND ADMINISTRATIVE CONVERGENCE. IN THE LEADERSHIP AND MANAGEMENT COURSES, PARTICIPANTS WERE TAUGHT SKILLS TO:

- LEAD OR MANAGE IN A TEAM SETTING
- SURVIVE IN A CHANGING WORK ENVIRONMENT
- COMMUNICATE EFFECTIVELY

- RESOLVE CONFLICTS

COURSES FOCUSING ON MENTORING AND COMMUNITY INVOLVEMENT WERE ALSO AVAILABLE. NRCS RETIREES SERVED AS PANELISTS IN "SHARING EXPERIENCES—AVOIDING PITFALLS." IT WAS ENJOYABLE TO LISTEN TO THEIR EXPERIENCES.

EVENINGS WERE SPENT NETWORKING, ATTENDING MEETINGS, BIDDING ON SILENT AUCTION ITEMS, AND ADMIRING THE MANY EXCELLENT POSTER EXHIBITS.

THIS YEAR — DECEMBER 1998 — OUR CONFERENCE WILL BE IN LITTLE ROCK, ARKANSAS. LOOKING FORWARD TO SEEING EACH OF YOU THERE!!!

FROM A PAST PRESIDENT'S PERSPECTIVE

UPON APPROACHING THE PODIUM, ADAMS THANKED THE CURRENT PRESIDENT, JAMES TATUM, FOR GIVING HIM THIS MOMENT, AND FOR BEING A GREAT LEADER AS WELL AS BEING A GREAT FRIEND.

ADAMS SAID HE WAS GLAD TO HAVE THE OPPORTUNITY TO SHARE A FEW THOUGHT-PROVOKING COMMENTS TO SUCH A GROUP OF BEAUTIFUL PEOPLE (THE CONFERENCE ATTENDEES). YOU HAVE A FINE ORGANIZATION WITH SUCH A BRIGHT FUTURE, HE SAID. YOU HAVE MUCH TO CONTEND WITH, HE WARNED, INCLUDING THE SMITH BILL AND ADMINISTRATIVE CONVERGENCE. DESPITE THE CHALLENGES, ADAMS ENCOURAGED EACH PERSON IN THE AUDI-



CHARLES R. ADAMS

ENCE TO "START NOW" TO PREPARE HIMSELF OR HERSELF TO WEATHER THE FORTHCOMING CHANGES. WHATEVER NEEDS TO BE DONE, YOU CAN GET IT DONE IF YOU START RIGHT NOW, ADAMS SAID. THE CHANGES THAT ARE OCCURRING CAN BE UNSETTLING BECAUSE THERE IS SO MUCH INSTABILITY, SO MUCH TO DO. THE TASKS AT THE MOMENT SEEM INSURMOUNTABLE.

ADAMS TOLD HIS AUDIENCE THEY POSSESSED ALL THE TALENT AND SKILLS NECESSARY TO MAKE A DIFFERENCE IN THIS WORLD TODAY. HE THEN ASKED THE QUESTION, "HOW CAN THIS ENERGY BE HARNESSSED?" WE MUST SEIZE THE OPPORTUNITY TO DO ALL WE CAN. THE THINGS WE DO TODAY WILL HAVE AN IMPACT FAR INTO THE FUTURE. ADAMS ENCOURAGED HIS AUDIENCE BY TELLING THEM THAT, "RIGHT IN FRONT OF US IS A FULL DAY OF PROMISE, FULL OF HOPE, FULL OF OPPORTUNITY." MAKE THAT HOPE YOUR OWN! MAKE THAT OPPORTUNITY YOUR OWN!

THE DEADLINES TO IMPLEMENT ADMINISTRATIVE CONVERGENCE WILL COME AND GO, NO MATTER WHAT YOU DO, ADAMS SAID. AS LONG AS YOU'RE GOING TO GO THROUGH ADMINISTRATIVE CONVERGENCE, MAKE IT COUNT! POSITION YOURSELVES TO BE ONE OF THE BEST IN YOUR FIELD AND IT WILL BEAR FRUIT. HE ENCOURAGED HIS AUDIENCE, "LIVE THIS PERIOD FOR ALL IT'S WORTH; REACH A LITTLE HIGHER; DO A LITTLE MORE; BE A LITTLE BETTER; SHINE A LITTLE BRIGHTER; LOOK UP, SPEAK UP, STAND UP, AND MAKE IT HAPPEN!" ACHIEVEMENT DOES NOT REST IN LONG COFFEE BREAKS, NOR GETTING TO WORK LATE AND LEAVING EARLY, HE SAID. ACHIEVEMENT IS IN THE DOING. DON'T WAIT IDLY FOR ACHIEVEMENT TO BE DELIVERED, THAT DELIVERY WILL NEVER COME. DO WHAT YOU CAN RIGHT NOW, NO MATTER HOW LITTLE IT MAY SEEM TO BE.

THERE IS NO TIME TO WORRY OR FRET, GET ON WITH IT, GET STARTED RIGHT NOW! YOUR ACTIONS CAN TAKE YOU WHERE YOUR THOUGHTS HAVE NOT EVEN DREAMED YOU'LL GO, IF YOU'LL GET STARTED NOW. YOUR PLANS DO NOT HAVE TO BE PERFECT, BUT YOU MUST PLAN YOUR CAREER AND YOUR LIFE. IT HAS TO BE DONE. IF YOU ONLY WAIT AND WORRY, NOTHING WILL COME, NOTHING WILL GET ACCOMPLISHED. "I SAY TO MY PEOPLE, TAKE THIS DAY AND LIVE LIKE YOU MEAN IT," ADAMS SAID. "WE, AS A PEOPLE, CANNOT BE STRONG IN THE BIG, IMPORTANT THINGS IF WE ARE WEAK IN THE LITTLE THINGS. SO, REALLY, THERE ARE NO LITTLE THINGS WHEN IT COMES TO OUR CHARACTER AND STRENGTH OF WILL."

"HOW CAN YOU HAVE THE WILL TO CONTROL A SUCCESSFUL CAREER IF YOU CANNOT CONTROL GETTING OUT OF BED ON TIME? HOW CAN YOU BE FREE TO PURSUE YOUR VISION WHEN YOU ARE A SLAVE TO

YOUR PETTY INDULGENCES, SUCH AS GOSSIP, TARDINESS, AND FAULT FINDING?"

SUCCESS AND ACHIEVEMENT REQUIRE STRENGTH. THAT STRENGTH COMES FROM A MOMENT-TO-MOMENT CULTIVATION OF A PERSON'S WILL. BE DILIGENT IN THE LITTLE THINGS, BECAUSE THEY WORK TOGETHER TO MAKE THE BIG THINGS, HE ADDED.

BE WHO YOU ARE, YOU ARE ENOUGH, SOME OF YOU ARE TOO MUCH. THERE'S NO NEED TO WASTE YOUR ENERGY IN TRYING TO BE SOMEONE ELSE. NO ONE IS BETTER THAN YOU. WHAT YOU DO BEST, ABOVE OTHER THINGS, IS BEING YOU! TO BE YOUR BEST, BE YOURSELF. NO ONE SEES THE WORLD IN QUITE THE SAME WAY AS YOU. NO ONE CARES, LOVES, OR GIVES IN THE SAME WAY AS YOU DO. YOU, AS AN INDIVIDUAL, HAVE SOMETHING VERY SPECIAL TO OFFER. THERE ARE THINGS YOU WERE MEANT TO DO.

BE THE BEST YOU CAN BE, BY FINDING AND MASTERING THE ART OF BEING YOU!

RECORDER, FANNIE RICHARDSON, LAKEWOOD, CO

Survival Skills In A Changing Work Environment

PRESENTERS: JAMES E. TATUM, PRESIDENT, THE ORGANIZATION
LAWRENCE E. CLARK, DEPUTY CHIEF FOR PROGRAMS, NHQ

HORACE SMITH, DIRECTOR, SOIL SURVEY, NHQ
WILLIAM HUNT, STATE CONSERVATIONIST, MN

JIM TATUM SAID WE MUST BE "QUICK CHANGE" ARTISTS—ALWAYS ON THE MOVE TO SURVIVE IN A CHANGING WORK ENVIRONMENT. WE MUST COMMIT FULLY TO OUR JOBS—BE ON TIME, AND AT TIMES, WORK A LITTLE LONGER, HE SAID. WE MUST KNOW OUR BUSINESS BETTER THAN ANYONE ELSE, AND CONTINUE TO LEARN BECAUSE THERE'S ALWAYS ROOM

FOR IMPROVEMENT. AND, LASTLY, WE MUST HOLD OURSELVES ACCOUNTABLE FOR THE OUTCOME OF A PRODUCT BY PUTTING OUR SIGNATURE ON IT.

LAWRENCE CLARK SAID CONDITIONS IN THE WORKPLACE CONTINUE TO CHANGE AROUND US. WE MUST CONSIDER THE FOLLOWING THREE FACTORS BEFORE WE CAN MASTER CHANGE. WE MUST BE DOING A GOOD JOB AT OUR PRESENT LEVEL. WE MUST MASTER THE CAPACITY TO CHALLENGE OUR OWN ASSUMPTIONS ABOUT OUR GOALS BEFORE ATTEMPTING TO MAKE A CHANGE; AND WE MUST DISCIPLINE OURSELVES AND MAKE SACRIFICES.

CLARK THEN PROVIDED HIS AUDIENCE WITH THE FOLLOWING "CLARKISMS":

- AVOID SWIMMING ALONE—BE SURE THERE'S SOMEONE THERE TO GIVE US A HELPING HAND
- NEVER BE THE LAST PERSON AT THE TABLE
- INVEST IN SOME INTERPERSONAL RELATIONSHIPS
- BE WILLING TO TAKE THE LEAD
- START LEARNING FASTER
- BE WILLING TO TAKE RISKS—TO BE INNOVATORS. THINK MORE HOLISTICALLY ABOUT OURSELVES, AND AS CHANGE OCCURS WE SHOULD EMBRACE IT AND WELCOME IT.
- FIND COLLABORATORS—PEOPLE WHO BELIEVE AS WE DO.
- BE PROPELLED BY A PURPOSE—WE NEED TO RECOGNIZE THAT WE ARE NOT THE CENTER OF THE UNIVERSE.

NO ONE TEACHES US WHAT WE NEED TO KNOW TO GET AHEAD OR HOW TO SURVIVE IN THIS WORLD, **HORACE SMITH** SAID. IT IS POSSIBLE TO SURVIVE AT WORK IF WE UNDERSTAND HOW THE GAME IS PLAYED. MAKE YOURSELVES INDISPENSABLE, HE SAID. LEARN AS MUCH ABOUT NRCS AND MANAGEMENT AS WE CAN. SPECIALIZE IN SOMETHING AT WORK. THREE OF THE MOST IMPORTANT ATTRIBUTES OF OUR JOBS ARE ATTITUDE, ATTITUDE, AND ATTITUDE. WE



L TO R: WILLIAM HUNT, HORACE SMITH, DEMITRICE BOOZER, JAMES TATUM, AND LARRY CLARK

should try not to swim upstream and ignore trivial things that we cannot control. Don't try to win the whole battle, but determine work priorities based on the 80/20 rule. With this rule, we focus on the 20 percent of the work that will give us 80 percent of the results.

Smith offered this advice to survive in a changing work environment:

- COOPERATE WITH WHOMEVER IS IN CHARGE
- APPEAR POSITIVE AND OPTIMISTIC
- LEARN ABOUT THE GOALS OF THOSE IN CHARGE.

If they succeed, so will we.

Life is a journey, not a destination, Smith said. We should be gentle with ourselves. Job security does not come from doing the job well, but from helping our bosses achieve their goals. We shouldn't wait for applause from our bosses to feel good about ourselves. Don't forget to include friends and family in our lives, he added.

William Hunt began his presentation by mentioning several survival skills that were vitally important in a changing work environment:

- BE PREPARED
- BE MOBILE
- BE A GOOD COMMUNICATOR
- BE POSITIVE
- MARKET YOURSELF, AND
- DON'T WORRY, BE HAPPY

Being prepared means it's important that we set career goals, Hunt said. For instance, where do we want to be five years from now? Assess our strengths and weaknesses and prepare Individual Development Training Plans for self-improvement. Volunteer for self-developmental assignments, he urged. Strive to learn something new every day. Practice our skills. Being prepared includes being a self-starter and a team player—we need to find out how our jobs, as well as our co-workers' jobs, fit into the big picture. We must be willing to help others. You must also understand the organizational culture.

Though Hunt stressed the importance of mobility, he also cautioned us to balance career and family needs. We must make certain that our career goals match and agree with family goals. He told us that lack of mobility on the part of others enhances our opportunities to get the job we want. There's nothing that will propel our career faster than mobility.

We must be good oral and verbal communicators. Join Toastmasters International to improve your communications skills, he encouraged. In addition to communications skills, Hunt stressed the importance of integrity. Keep your word. Do what you say you are going to do.

Most people enjoy the company of positive thinkers, Hunt said. Avoid gossip. If we're going to criticize, make it constructive. He encouraged us to smile sometimes, but not to laugh all the time. Avoid brown nosing. Demand respect, but also remember to treat our fellow employees and the public with the same type of respect that we want in return, Hunt advised.

Market your skills and abilities and work to enhance your teambuilding skills, he added. Don't be afraid to take credit for your accomplishments. Don't be phony because people can see through that type of behavior.

Hunt's last statement of wisdom included don't worry, be happy. That statement means we should enjoy our work. He said the hardest job is one where you watch the clock. Don't be afraid to make career changes—keep going until the fit is right. Don't be afraid to succeed and don't allow fear of failure to paralyze us. Take risks. Taking risks and overcoming obstacles provide the sweat that makes progress possible. He mentioned that we should keep God and family as the head and center piece of our lives. What good does it do to conquer the whole world and lose our families and souls? In closing he stated that if we do the above, we will not only survive, but we will prosper in a changing work environment.

RECORDER, **DOROTHEA MARTÍNEZ**, Columbia, SC

Sharing Experiences - Avoiding Pitfalls

PRESENTERS: **JACKIE SUTTON**, Maryland
Manly Wilder, North Carolina
William Shelton, Maryland
LANNIE SMITH, Arkansas

SHERMAN LEWIS moderated this retiree panel. Lewis, who retired a year ago, is doing outreach at Langston University in Oklahoma, his alma mater. Panel members were asked to share their experiences to help conference attendees avoid some of the pitfalls they encountered.

JACKIE SUTTON, first Black female to enter the Senior Executive Service, said everyone is

"lucky" because luck is what happens when preparation meets opportunity. Analyze your skills, knowledge and desires, and don't forget to look at faults, the 10-year retiree said. She also reminded us that, "even if you are on the right track, you'll get run over if you just sit there." Her advice to the audience included:

- YOU HAVE COMPLETE CONTROL OVER TWO THINGS — your mouth and your mind. If you always do what you always did, you'll always get what you always got.
- CHANGE IS "IN." Prepare for the future and don't wait to be discovered.
 - SAIL YOUR OWN BOAT.
 - SET YOUR OWN GOALS.

Manly Wilder retired three years ago after more than 35 years of service. He returned to the farm where he grew up. His words of advice:

- YOU DON'T GET PROMOTED FOR DOING A GOOD JOB, YOU GET PAID.
- ALWAYS TRY TO PRODUCE A QUALITY PRODUCT FOR YOUR CUSTOMERS. If you don't, you'll be in business for yourself, by yourself.
- DO YOUR BEST IN THE JOB YOU'RE IN NOW. Nobody cares about what you plan to do nor do they care about what you did.

William Shelton retired from the former Soil Conservation Service (SCS) 10 years ago. He began his career with SCS in New York as a soil scientist. His advice to conference participants:

- BE PREPARED. One of our greatest pitfalls is not being prepared.
- EACH PERSON CAN MAKE A DIFFERENCE BY REACHING OUT TO A YOUTH.

LANNIE SMITH, had worked with the former SCS and NRCS for 32 years. His words of advice:

- GO TO THE COLLEGES AND HIGH SCHOOLS AND TELL THE STUDENTS WHAT IT TAKES TO GET A JOB. TELL THEM WHAT IT TAKES TO MAKE THEM THE BEST.
- DON'T WAIT UNTIL THEY GET OUT OF COLLEGE.
- TRY TO ENCOURAGE OUR YOUTHS TO BE SOMEBODY.
- COME TO WORK ON TIME. PUT IN A DAY'S WORK FOR A DAY'S PAY.
- WORK WHILE YOU'RE AT WORK.
- DON'T WORRY ABOUT THE PERSON WHO PASSES YOU BY.

RECORDER, **DENISE BROOKS**, NATIONAL HEADQUARTERS

Strategic Plan Unveiled

THE ORGANIZATION unveiled its Strategic Plan during the conference. This plan will guide the NATIONAL ORGANIZATION of PROFESSIONAL Black NATURAL RESOURCES CONSERVATION SERVICE Employees into the new millennium, President Jim Tatum said.

The 11-page publication is entitled "Bridging the Gap to the New Millennium—A Field of Dreams: Strategic Plan for Fiscal Years 1997-2000." The plan outlines The Organization's history, goal, mission and vision, and details nine objectives with supporting goals.

Each NRCS employee should have received a copy. If you have not already received one, please contact your state, regional, or National Headquarters office. If you have questions or comments, please contact Jim at 301-390-4033, or Vice President Sarah Marshall at 202-720-5855.

Administrative Convergence Update

MANY CONFERENCE PARTICIPANTS attended the Administrative Convergence Workshop which gave insights into the purposes, goals, and "game plan" of the upcoming convergence and the Administrative Convergence Action Team (ACAT).

A slide presentation by Martha Marbury, Southeast Region Administrative Officer in Atlanta and ACAT member, emphasized how convergence will simplify administration of the affected agencies, lead to more efficient and effective program delivery, and reduce costs and administrative functions.

Convergence will directly affect employees in financial management, civil rights, human resources, management services, and information technology. Ms. Marbury added that information technology functions in the Foreign Agricultural Service and Risk Management may also be impacted.

In August 1997, seven action teams were commissioned to complete Phase One of administrative convergence. During this phase, options for convergence were to be developed for presentation to Secretary Glickman.

Each team focused on one aspect of convergence. Team members were selected from diverse backgrounds and disciplines. To address information technology (IT) functions,



L to R: Administrative Convergence Panelists: Ed Biggers, Geri Osborn, and Martha Marbury

the ACAT's IT Planning Team coordinated and collaborated with an IT Business Area Focus Group.

In December, convergence moved into Phase Two. During this phase, the Secretary will choose which option for convergence shall be implemented. Currently, the comments received about the options from agencies and unions are being reviewed by the Under Secretaries of the affected agencies. The Secretary will make a decision based on the Under Secretaries' recommendation.

Implementation of administrative convergence in National Headquarters will begin in March 1998, and in the states in October 1998. The target date for completion of convergence is October 2002.

Panelists in the workshop were Ms. Marbury; Ed Biggers, Director of Management Services Division for National Headquarters and member of ACAT's Organization Team; and Geri Osborn, Computer Specialist for National Headquarters and member of the ACAT Information Technology Team.

Prepared by Geri Osborn, NHQ and Recorder, Richard Bruce, NM

Program Delivery Through Service Centers

Presenters:

Kathy Huey, Org. Dev. Specialist, Serv. Cntr. Imp. Team, NHQ

Astor Boozer, District Conservationist, Iowa
Burthel Thomas, Asst. State Conservationist, AK
Doris Washington, Resource Conservationist, AK

KATHY HUEY discussed the service center implementation process, including the various teams that were formed or in the process of being formed to address issues such as office closing, co-location, LAN/WAN/Voice, common computer environment, customer service/customer complaints, business process re-engineering, and management training.

Huey also emphasized the component of the training on how to deal with change. Change is certain, she said, but how we deal with it makes the difference. We must gain control of change, create positive customer service, manage interactions, and calm upset customers.

To help you thrive through change, follow



L to R: Presentors of the Program Delivery Session — Astor Boozer, Kathy Huey, Doris Washington, and Burthel Thomas

THESE GOALS:

- validate your feelings about change;
- gain insight, skills, and tools for coping with change; and
- develop a personal strategy to cope with the change.

When going through change, consider the HUMAN-BUSINESS CHANGE model. The human side of change includes our feelings, needs, perceptions, values, attitudes and beliefs. The three phases we experience as change occurs are letting go, transition, and renewal. Reaction to change may include denial, feelings of loss, confusion or even anger.

The business side of change includes actions, structure, and systems. Under the business side, we have to prepare for change, organize and plan for change, and implement the change. She indicated that many times we tend to focus on the business side of change, but we should always start on the human side.

Astor Boozer discussed the effect of service centers on field office operations. As a member of Administrative Convergence Action Team #5, he said field offices will be positively impacted by administrative convergence. Benefits to field offices include improved customer service and modernized information technology.

Burthel Thomas discussed LAN/WAN/Voice as it relates to USDA and the service centers. He indicated that LAN/WAN/Voice will provide better information technology to all USDA offices and allow them to communicate with each other by computer. Access to the Internet will be available to all USDA agencies in the service centers. Burthel indicated that the system must be working properly for field offices to carry out daily activities at the service centers.

Doris Washington summarized all the presentations and explained how the service center concept and Administrative Convergence affect her daily job and operations. She expressed how important it is for all USDA to work together to provide better service to our customers.

Recorder, Herman Norwood, Ottawa, KS

Empowering Leaders

Through Community Involvement

Presenter: Dr. Claudette L. Smith



Dr. Smith made her entrance from the back of the room, blowing a train whistle. Once in front of the group she invited everyone to board the NRCS Express. As part of her opening remarks, she told the workshop participants that before an engine can go, it must have power. She asked the participants to stand up, and then she introduced them to the "Clump Clap," a loud clapping of the hands used to get a person's engine fired up to get going.

"Empower" is a seven-letter word with a powerful punch. The dictionary's definition of empower is to enable, to help someone to be able to do something. Dr. Smith said the word, "empower," defines NRCS. Empower also defines opportunity.

Dr. Smith then showed the Community Voices video. This video expressed various views about leadership. Non-traditional leaders were depicted in leadership roles in their community.

Dr. Smith also discussed Community Voices, a program designed to develop groups of community leaders who can work together over time, identify important issues, and solve problems related to those issues in their communities. This program helps non-traditional leaders, who have experienced social, economic and educational limitations.

The Community Voices Program provides tools to an organization's staff, such as the skills and strategies needed to work with new and non-traditional audiences. It also helps an organization to expand its programs to these new audiences and involve new leaders in the existing leadership structure of an organization.

The group participated in activities from the Community Voices curriculum. Dr. Smith altered the activities to reflect NRCS program efforts. She also highlighted how each activity could help NRCS receive input from community residents and use the leadership potential in limited resource communities to assist in meeting agency program goals.

For more information about Community Voices, contact: Dr. Claudette L. Smith, North Carolina Cooperative Extension Program, NCA&TSU, P.O. Box 21928, Greensboro, NC 27420-1928, Phone: (910) 334-7956, E-Mail: csmith@ncat.edu.

Recorder, Fannie Richardson, Lakewood, CO

Civil Rights — One Year Later

Presenter: Lloyd Wright, Director, Office of Civil Rights, U.S. Department of Agriculture

Lloyd Wright addressed Civil Rights throughout the Department of Agriculture.



He noted that employee complaints within the Natural Resources Conservation Service were among the lowest in the Department. He credited this success to NRCS managers and their support for the Organization.

Many civil rights complaints reflect that farmers feel a conspiracy exists to remove Black farmers from their land. However, this is a theory that has yet to be proven, even though patterns of discrimination have been found against many of the Black farmers.

The Office of Civil Rights was found to be dysfunctional. The former director was removed in 1983 for dismantling various aspects

of the Office of Civil Rights, including program complaints and reviews. Very little had been done from 1983 to 1997, with 1,500 complaints even though there were three directors during that time. To date, all but 300 complaints have been reviewed, and hopefully, by the end of December 1997, these would have been addressed.

The Office of Civil Rights established an accountability division with a complaint tracking system adequately staffed to perform investigations to hold managers responsible for actions that occur regarding civil rights.

Recorder, Ricky D. Hall, Orono, ME

Nile Valley Contribution to Civilization

*Presenter: Anthony Browder, Director,
The Institute of Karmic Guidance,
Washington, D.C.*

Mr. Browder began his presentation with the statement that he had a Ph.D. in nothing. Quoting from Dr. Carter Woodson's *The Mis-Education of the Negro*, Mr. Browder stated that there are two types of education—one that is taught to you and one that you teach yourself. In his own education, Mr. Browder realized that he had learned very little of his own history in his college courses, which included black art, history, philosophy, and science. Upon this realization, he began a personal journey to discover his history.

Discovering your history is important because everything that happens in the past will determine your future and what you will become, Mr. Browder said. One example was the movie, "Amistad," produced by Debbie Allen. She discovered this story when she was in college and began her quest to see that this important part of black history be publicly acknowledged. This story was not something that was taught in school, hence the term mis-education. In another example, Browder said blacks were taught to believe that Egyptians were white, when in fact this civilization was black. Egypt's original name was Kemet and that original name was changed to confuse people.

Dr. Browder then presented a slide show to illustrate how what we were taught is not necessarily the truth. Here are some facts to

note from the slide show:

- "Before there was American History there was Black History." Former Eastern Airlines used this slogan in black publications during Black History Month years ago. The slogan is correct because Africans have the oldest documented civilization on the planet.

- Step Pyramid of Saqqara, the first high rise construction made by blacks in Kemet, is still standing today. This structure was designed by Imhotep, who was considered the first genius because he excelled as engineer, poet, and physician, among other professions.

- King Zoser is shown with his missing nose. Given his facial features, one can determine he was a black man. Many structures with facial features in Egypt are missing the nose. In addition, the backs of most Egyptian masks, including King Tut, have cornrows, dreadlocks or extensions - all black hairstyles. Egyptian combs look like the pick, which was popular during the 1960s.

- Giza Plateau, or Pyramid of Khufu, was the tallest man-made building until the 19th century. Designed and built by Africans, its length and width measured about two and one half blocks.

- The Sphinx was the head and chest of a woman and the body of a lion. In Greece, this symbol was considered evil because women were considered evil. Their only use was to reproduce men, because in Greece the greatest love was that between two men (including boys). The Heremakhet (Sphinx in Greek) has the head of a man and the body of a lion. Napoleon Bonaparte, upon discovering that this civilization was indeed an African one, ordered the nose shot off with a canon. This explains his quote that "History is a fable agreed upon."

- The original Beard of Heremakhet is housed in the British Museum in London and the copy is in Egypt. Much Black History is located in European Museums. Germany, France, and England have the best museums containing African history.

- Legend was that King Ausar's brother Set wanted to be the king. Set had Ausar killed and his body parts strewn across Kemet. Aset was devastated because she loved her husband and she had the land searched for his body and found all but one part. She put the parts together and wrapped them in a shroud and buried him. She was also still a virgin. Ausar comes to Aset and impregnates her with

their son Heru, who is to restore his father's kingdom on earth by defeating his uncle Set in battle and resurrecting his father to rule with him. Heru was the king on earth and Ausar was the king of the afterworld.

- The Black Madonna - Statue of Aset nursing her son Heru. This image was changed over the years to portray what the Greeks and others wanted. There are still shrines to black Madonnas, even in the Pope's homeland of Poland.

- A person who has died and must come before Ausar on his day of judgment. This activity was called "weighing of the soul." The person is wrapped in white (a symbol of death which means absence of life). When one goes to church on Easter you wear a red carnation if your mother is alive and a white one if she is departed. The heart (considered the seat to the soul) is then weighed on the scale of Maat. The person then had to declare that they did not steal, commit adultery, murder (10 commandments) and then the recommendation would be made to Ausar if the person would go to heaven or hell. Once again, these are concepts developed by Blacks.

- The image of Maat is the angel as a Black woman with large wings about 3000 B.C.

- A 15th Century depiction of an angel (German) is the same as Maat, only white. Included the scales with the soul on one side and the departed person on the other.

- George G. M. James's book, "Stolen Legacy," chronicles the Greek theft of Kemet (Egypt). Alexander the Great destroyed Egypt. The temples were filled with libraries containing books on architecture, philosophy etc. and raided them. Greeks established a university to study these books. Euclid, considered to be the father of medicine, studied in Egypt along with most of the Greek philosophers. The heads and noses of many statues were destroyed to hide the Greeks theft of the Kemetian culture. In addition, African culture believes that the bloodline is passed through the mother so if a Queen produces a son then a King must have been the father. The Greeks married African women so that their sons could become rulers. When Newsweek magazine asked if Cleopatra was black, she probably would have been considered mixed.

- A cartoon of Ramses II in "Ripley's Believe It Or Not" shows him as a Caucasian killing blacks with his lion that he took into

BATTLE. THE ONLY TRUTH WAS THAT HE TOOK A LION INTO BATTLE. HE WAS BLACK AND HIS ONLY CONFLICT WITH ASIAN PEOPLE WAS DURING THE BATTLE OF KIDDISH.

- THE STATUE OF NEFERTITI THAT WAS DISPLAYED IN MUSEUMS WAS CHANGED FROM THE ORIGINAL TO REFLECT A MORE CAUCASIAN-LOOKING WOMAN. THE ORIGINAL STATUE HAD DARKER SKIN, FULLER LIPS, AND ROUNDER EYES.

- A PROPOSED DESIGN OF LINCOLN MEMORIAL BY JOHN POLK AS COMPARED TO A SCALE MODEL OF KHUFU'S PYRAMID. THE SCULPTURE OF LINCOLN WAS INSPIRED BY THE STATURE OF RAMSES II ON HIS THRONE.

- THE PYRAMID IN MEMPHIS, TENNESSEE, REPRESENTS THE PYRAMID OF KHUFU. MEMPHIS' NAME ORIGINATED FROM THE WORD "MENEFER," WHERE THE KING OF KEMET LIVED.

KEMET AND ITS HISTORY HAS HAD SIGNIFICANT IMPACT ON EUROPEAN SOCIETY.

THE FOLLOWING WERE DERIVED FROM KEMETIAN HISTORY:

- ALL MEDICAL ASSOCIATION SYMBOLS.
- ORIGINS OF THE ALPHABET
- CBS & HBO LOGOS. (EYE OF HERU)
- THE STATUE OF PTAH, RULER OF THE CITY OF MENEFER, PROVIDES THE MODEL FOR THE OSCAR STATUE

- THE ONE DOLLAR BILL CONTAINS THE EMBLEM OF HERU (RISING EAGLE) AND THE GREAT PYRAMID AND THE EYE OF HERU. IT ALSO HAS THIRTEEN SYMBOLS REPEATED 13 TIMES FOR 13 COLONIES. THIS NUMBER THIRTEEN REPRESENTED A SPIRITUAL STATE OR PROCESS OF TRANSFORMATION. IT IS NOT A BAD LUCK NUMBER.

- GRECO-ROMAN COLUMN STYLES WERE INSPIRED BY COLUMNS FIRST DEVELOPED IN KEMET.

- THE TOMBSTONE (STELLA), WITH THE DATES OF BIRTH AND DEATH, WAS DISCOVERED BETWEEN THE LEGS OF THE HEREMAKHET (SPHINX).

IN HIS CONCLUDING REMARKS, MR. BROWDER SAID BLACKS CHANGE THEIR APPEARANCE BECAUSE THEY BELIEVE THE LIE THAT THEY ARE NOT BEAUTIFUL AND NEED TO BECOME MORE WHITE (EXAMPLES GIVEN WERE BEFORE AND AFTER SHOTS OF PATTI LABELLE, PRINCE, MICHAEL JACKSON, AND GEORGE BENSON). WE NEED TO RE-EDUCATE OURSELVES SO THAT OUR CHILDREN ARE NOT MIS-EDUCATED. WE NEED TO CHANGE THE IMAGES IN THE MINDS OF OUR CHILDREN OF WHAT CONSTITUTES BEAUTY. HE TOLD THE STORY OF HIS DAUGHTER WHO WANTED A HALLOWEEN COSTUME AND SHE WANTED TO BE SNOW WHITE.

HE TOLD HER THAT SHE COULDN'T BE SNOW WHITE. HE SAID HE WOULD TAKE HER TO THE STORE TO FIND A COSTUME THAT WAS REFLECTIVE OF HER BLACK HERITAGE. THERE WAS NONE. HE DECIDED TO MAKE HER COSTUME AND MADE HER AN AFRICAN LEGEND. ONCE HE STARTED THIS TREND, HE NOTICED THAT OTHER PARENTS BEGAN TO DRESS THEIR CHILDREN IN COSTUMES MORE INDICATIVE OF THEIR AFRICAN HERITAGE.

HE ALSO TOOK HIS DAUGHTER TO EGYPT. BROWDER AND HIS DAUGHTER USED THAT EXPERIENCE TO WRITE TWO BOOKS TOGETHER. HIS DAUGHTER IS ALLOWED TO KEEP 10 PERCENT OF THE SALES AND THE REST REMAINS IN A TRUST FUND FOR HER COLLEGE EDUCATION. THEY ALSO HAVE AN AGREEMENT TO WRITE A THIRD. HIS MESSAGE TO HIS AUDIENCE IS THE FOLLOWING—DEVELOP AN INTEREST IN HISTORY, STUDY IT, LEARN IT, AND TEACH IT TO THE CHILDREN.

RECOMMENDED films

- SANKOFA - TO ORDER CALL 1-800-524-3895
- ROSEWOOD (ON VIDEO) - WATCH THE ENDING CREDITS BECAUSE THERE IS AN OFFER FOR A REFUND IF YOU DIDN'T LIKE THE MOVIE (ONLY FILM THIS HAS BEEN DONE ON).
- EVE'S BAYOU
- AMISTAD - BE SURE TO CHECK YOUR TICKET STUB SO THAT IT SAYS AMISTAD. SOME THEATERS WILL PRINT ANOTHER FILM'S NAME ON THE STUB TO ENSURE THAT BLACK FILMS DO NOT STAY RELEASED FOR LONG.

Books by Mr. Browder:

"Exploding the Myths Volume I": Nile Valley Contributions to Civilizations

"FROM THE BROWDER FILE Volume II": SURVIVAL STRATEGIES FOR AFRICANS IN AMERICA

"FROM THE BROWDER FILE": 22 ESSAYS ON THE AFRICAN AMERICAN EXPERIENCE

Books by Atlantis Tye Browder:

"My First Trip To Africa"

"Africa On My Mind": Reflections Of My Second Trip

MR. BROWDER CAN BE REACHED AT:

THE INSTITUTE OF KARMIC GUIDANCE

P.O. Box 73025,

WASHINGTON, D.C. 20056; 301-853-2465

WebSite: www.karmic-ikg.com;

e-mail: ikg@walknet.com

Recorder, Robin Kelley, Northern Plains Regional Office

"President Clinton" Speaks AT BANQUET

LADIES AND GENTLEMEN, HERE IS "PRESIDENT CLINTON," MODERATOR SARAH MARSHALL SAID.

IT WAS QUITE OBVIOUS THIS WAS NOT THE PRESIDENT OF THE UNITED STATES. HOWEVER, THE WORDS OF DR. CLINTON BRISTOW, JR., PRESIDENT OF ALCORN STATE UNIVERSITY, CARRIED JUST AS MUCH WEIGHT TO HIS AUDIENCE.

SEIZE THE OPPORTUNITIES, DR. BRISTOW SAID. MOTIVATE YOURSELF TO TAKE ADVANTAGE OF THE OPPORTUNITIES. DON'T GET SO BOGGED DOWN IN THE FAILURES...THAT YOU CAN'T SEE THE OPPORTUNITIES. GO AFTER OPPORTUNITIES EVEN IF THEY ARE NOT IN A DESIRABLE LOCATION. WE MUST HAVE A RESPONSIBILITY TO HELP PEOPLE WHO HAVE BEEN DENIED OPPORTUNITIES TO USDA PROGRAMS. "GO UP TO THE HILL COUNTRY AND CHALLENGE THE GIANTS, DON'T LET THE GIANTS BREAK YOUR SPIRIT OR PREVENT YOU FROM REACHING YOUR PERSONAL OR PROFESSIONAL GOALS..." GO TO THE HILL COUNTRY AND DEFEAT THE GIANTS. FACE THE ENEMY AND DEVELOP A NEW VISION, A NEW REALITY. MOVE OUR PEOPLE TOWARD A BRIGHTER FUTURE."

DR. BRISTOW SUMMARIZED HIS SPEECH WITH THE FOLLOWING KEY POINTS:

1. WE MUST MAINTAIN AND INCREASE BLACK LAND OWNERSHIP.
2. WE MUST RECOGNIZE ANY INJUSTICES WITHIN USDA AND CORRECT THEM USING APPROPRIATE MEANS.
3. WE MUST RECOGNIZE THERE IS A "FIELD OF DREAMS." WE MUST SEIZE UPON OPPORTUNITIES WHEREVER THEY MAY BE.

RECORDER, BEATRICE DRIGGINS, ALASKA

PRESIDENT'S Award Recipient

JACKIE ROSCOE, NHQ, RECEIVED THE PRESIDENT'S AWARD FOR HER WORK ON BEHALF OF THE ORGANIZATION.



Annual National Conference at A Glance



The

The Organization — Regions



**EAST
REGION**



**MIDWEST
REGION**



**NORTHERN
PLAINS
REGION**



**SOUTH
CENTRAL
REGION**



**SOUTH-
EAST
REGION**

**WEST
REGION**



TENNESSEE FARMERS RECEIVED SMALL FARMER AWARD



OSCAR AND BARBARA SCOTT OF CHATTANOOGA, TN., RECEIVED THE ORGANIZATION'S 1997 SMALL FARMER AWARD FOR THEIR WORK WITH INNER-CITY YOUTH.

KATHY DAUGHERTY, DISTRICT CONSERVATIONIST IN CHATTANOOGA, PRESENTED THE AWARD TO THE SCOTTS WHILE MEMBERS OF THE TENNESSEE CHAPTER OF THE PROFESSIONAL BLACK NRCS EMPLOYEES LOOKED ON.

A VIDEO SHOWCASING THE SCOTTS' ACCOMPLISHMENTS WITH AN INNER-CITY YOUTH PROGRAM WAS SHOWN. THE SCOTTS OWN A 50-ACRE FARM, LEASE LAND ON ANOTHER FARM, AND HELP TO MANAGE A THIRD.

THE COUPLE HAS PROVIDED OPPORTUNITIES FOR INNER-CITY CHILDREN TO LEARN ABOUT FARM LIFE FOR MORE THAN 10 YEARS. WHEN THE PROJECT FIRST BEGAN, THE SCOTTS HELD A CLASS ON FRIDAYS DURING THE SPRING AND SUMMER. ON SATURDAYS, THEY ALLOWED GROUPS THAT COULD NOT PARTICIPATE DURING THE WEEK, SUCH AS GIRL SCOUTS, TO VISIT THE FARM. BECAUSE OF INCREASED DEMAND, THE SCOTTS TURNED THE WEEKEND PROJECT INTO A FIVE-DAY ACTIVITY LAST YEAR. THEY ALSO NAMED IT "GIVE A HOOT FOR KIDS" WEEK AFTER RECEIVING THE JEFFERSON AWARD FOR COMMUNITY SERVICE. NEARLY 1200 CHILDREN WILL LEARN ABOUT CONSERVATION AND FARM LIFE THIS YEAR WHEN THEY VISIT THE SEVEN STATIONS ON THE FARM.

NRCS EMPLOYEES IN THE CHATTANOOGA FIELD OFFICE ASSIST THE SCOTTS WITH THIS PROJECT.

RECORDER, FREDDIE SUMMERS, CHATTANOOGA, TN

FOUR NEW CHAPTERS RECOGNIZED

FOUR NEW CHAPTERS WERE RECOGNIZED DURING THE ORGANIZATION'S BUSINESS MEETING. NEW CHARTERED CHAPTERS WERE:

- Mississippi
- Iowa
- Kentucky
- Indiana/Ohio (Hoosier/Buckeye)



**INDIANA & OHIO
HOOSIER/BUCKEYE
CHAPTER**

**KENTUCKY
CHAPTER**



**MISSISSIPPI
CHAPTER**



*Special Thanks to the 1997 Communications
Committee for A Job Well Done!!!*



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To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326W, Whitten Building, 14th and Independence Avenue, SW, Washington, DC 20250-9410 or call 202-720-5964 (voice and TDD). USDA is an equal opportunity provider and employer.

THIS BRINGS THE TOTAL NUMBER OF CHAPTERS TO 17. THE OTHER CHAPTERS ARE AS FOLLOWS: ALABAMA, ARKANSAS, GEORGIA, ILLINOIS, KANSAS, MARYLAND, MICHIGAN, MISSOURI, NATIONAL HEADQUARTERS, NORTHERN PLAINS, TENNESSEE, TEXAS, AND THE WEST.

JAMES E. TATUM Scholarship Fund Established

THE ORGANIZATION HAS ESTABLISHED AN ENDOWED scholarship fund at the UNIVERSITY of ARKANSAS at PINE BLUFF TO HONOR PRESIDENT JAMES E. TATUM UPON HIS RETIREMENT LAST YEAR. TO DATE, THE FUND HAS RAISED \$5,000, SAID COORDINATOR MAXINE BARRON. THE FUND RAISED \$1,000 OF THAT AMOUNT DURING THE CONFERENCE AWARDS BANQUET IN DECEMBER. CONTRIBUTIONS CAN BE SENT TO THE JAMES E. TATUM Scholarship Fund, ATT: DR. LESLIE GLOVER, P.O. BOX 4913, UNIVERSITY of ARKANSAS at PINE BLUFF, 1200 NORTH UNIVERSITY DRIVE, PINE BLUFF, AR 71611. DR. GLOVER CAN BE REACHED AT 501-543-8535.

UNCF DONATION

MEMBERS OF THE NATIONAL ORGANIZATION of PROFESSIONAL BLACK NATURAL RESOURCES CONSERVATION SERVICE EMPLOYEES RAISED \$1,500 TO HELP THE UNITED NEGRO COLLEGE FUND (UNCF) DURING THE ORGANIZATION'S NATIONAL CONFERENCE IN DECEMBER.

THADDEUS HAMILTON, chair of THE ORGANIZATION'S URBAN COMMITTEE, PRESENTED UNCF WITH THE DONATION IN FLORIDA DURING THE LOCAL SEGMENT OF ITS MAJOR FUNDRAISING EVENT, "AN EVENING OF STARS," WHICH AIRED JANUARY 10. THIS NATIONALLY TELEVISED SHOW CELEBRATED EDUCATIONAL EXCELLENCE AND THE IMPORTANCE OF HIGHER EDUCATION. IT ALSO SPOTLIGHTED UNCF'S MEMBER COLLEGES AND UNIVERSITIES AND THE ACHIEVEMENTS OF THEIR STUDENTS AND GRADUATES. FOR MORE THAN HALF A CENTURY, UNCF HAS CONTRIBUTED TO THE STRENGTHENING OF AMERICA'S FUTURE BY ASSISTING THOUSANDS OF BRIGHT, TALENTED, AND DESERVING STUDENTS IN OBTAINING A COLLEGE EDUCATION. "UNCF supports education for our black youth," SAID HAMILTON AS HE EXPLAINED WHY UNCF WAS SELECTED. "EDUCATION IS THE KEY TO US OVERCOMING 90 PERCENT OF THE PROBLEMS WE ENCOUNTER IN OUR COMMUNITIES, SUCH AS DRUG ABUSE AND TEENAGE PREGNANCY," HAMILTON ALSO SERVES AS A BOARD MEMBER ON THE UNCF COMMITTEE IN BROWARD COUNTY, FL.

HAMILTON SAID HE HOPES THE ORGANIZATION'S DONATION TO UNCF BECOMES AN ANNUAL EVENT.

*THADDEUS HAMILTON, DIRECTOR of THE
SOUTHEAST FLORIDA URBAN AND COMMUNITY
ASSISTANCE PROGRAM, submitted this ARTICLE.*

Membership Application

☒ ***YES!*** I would like to become a member of the NOPBNRCSE!
ENCLOSE ARE ANNUAL DUES OF \$35 FOR 1998.

() NEW MEMBER—Referred by _____

☐ PLEASE RENEW MY MEMBERSHIP OF THE NOPBNRCSE!
ENCLOSE ARE ANNUAL DUES OF \$35 FOR 1998.

PLEASE MAKE CHECK PAYABLE TO: "*The Organization*"

PLEASE MAIL COMPLETED APPLICATION FORM ALONG WITH
MEMBERSHIP DUES TO:

Willie Rawls, TREASURER
The Organization
P.O. Box 1240
CLINTON, MD 20735-5240
Ph: 202.720.1779

<input type="checkbox"/> CHANGE of Address	DATE: _____
NAME: _____	
HOME Address: _____	

Hm. PHONE: () _____	
Ofc. PHONE: () _____	
E-Mail _____	
INDICATE COMMITTEE OF INTEREST:	

The Organization
c/o Sylvia Rainford
P.O. Box 65751
ST. PAUL, MN 55165-0751